



# AIR FORCE INTERNATIONAL AFFAIRS Workforce Initiatives N E W S L E T T E R

DEVELOPING THE SECURITY COOPERATION WORKFORCE AND GIVING IT THE TOOLS TO SUCCEED

SPRING 2004

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*"The International  
Affairs Workforce  
Initiatives are critical  
to the ongoing success  
of our mission."*

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SAF/IAP*

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Visit  
[www.iaprograms.org](http://www.iaprograms.org)  
for complete program  
details!

## A Message From Mr. Bruce S. Lemkin

Deputy Under Secretary of the Air Force for International Affairs

The job of assuring reliable international relationships is more important, and more difficult, today, than, perhaps, ever before in our history. These relationships are not only becoming more and more complex, but, as witnessed in recent events, they can also be very fragile. Our ability to move our forces halfway around the world, team up with allied and friendly nations who are also deploying resources great distances, and get the job done is no small feat. This is achievable, in large part, to what you do on a day-to-day basis. Your efforts directly affect our coalition building, and promote the interoperability of our weapons systems, pilots, maintainers, and other support personnel and systems that facilitates coalition effectiveness.



Mr. Bruce S. Lemkin

I want to stress enough your importance in this process. Coalitions are built, quite often, one person at a time. We never know when or how the friendships we develop over the years will come into play during times of crisis. We do know, however, that they will.

The workforce initiatives discussed herein will help you in developing the relationships and processes necessary to ensure we continue to build on our existing international cooperation infrastructure. International Affairs professionals throughout the community are taking advantage of these opportunities and receiving recognition for their efforts through both the certification and graduate studies program. For those who have accomplished these feats, I congratulate you. If you have not yet taken advantage of these programs, I encourage you to do so. In the coming years, these programs will continue to flourish and serve as the foundation for our future success. This is good for the Air Force and even better for you!

## Graduate Studies Program Selecting Applicants

Congratulating Selected Students and Encouraging Others to Participate

The Global Master of Arts Program (GMAP) II inaugural class, the new, public-sector focused version of The Fletcher School's original year-long graduate program in international relations, will begin in March 2004. The purpose of the GMAP is to improve the quality and professionalism of the international affairs workforce.

In the summer of 2003, a selection board consisting of senior civilian and military personnel reviewed all AF application packets and selected the primary program candidates. A board of Tufts' faculty and staff met, reviewed, and accepted Air Force recommendations. The selection process was rigid and the competition quite strong. It is with great pride that we announce our 2004 AF GMAP II students. They are as follows:

- Captain Kristi L Forino, OC-ALC
- Ms. Nancy P. Donnelly-Ivy, AFSAC/COM
- Ms. Alexandra "Beth" Murray, OC-ALC
- Ms. Terri R. Roberts, ASC/YPX
- Ms. Suzanne Szadai, SAF/IAPD
- Mr. Laren K. "Grease" Watanabe, SAF/IARP

Combining residency sessions, internet-mediated collaboration, and faculty-produced multimedia content, GMAP is specifically designed for mid- to high-level professionals who are unable to attend a traditional residence-based program. The residency component of the program incorporates the traditional Fletcher experience by bringing students together for three two-week intensive residency periods.

A core curriculum taught by current Fletcher faculty consists of the following courses:

- Crisis Management and Complex Emergencies
- International Finance
- International Law
- International Negotiation
- International Politics
- International Trade Economics and Investment
- Leadership and Management
- Transnational Social Issues

## i Now Accepting Applications

Applications are being accepted for the March 2005 class. The deadline is 1 July 2004. Please visit <http://www.iaprograms.org/graduate.htm> to download an application and review program details. You may also direct questions to Ms. Jamie P. Leddin, Wedgewood Consulting Group, Inc., (407) 566-1661 or email her at [jleddin@wedgewoodgroup.com](mailto:jleddin@wedgewoodgroup.com).

# Certification and Career Development Program Update

## Recognizing Certification Recipients and Reinforcing Call for Applications

Over the last six months, the AF has worked to get the word out about the International Affairs Certification and Career Development Program. The AF established this program to allow for professional certification of all employees identified as members of the IA workforce. The program allows for three levels of certification: 1) Entry (Basic), 2) Intermediate (Journeyman); and 3) Advanced (Senior).

In December 2003, a Review and Selection Panel met and considered all applications received. The panel results led to the awarding of 110 certifications. Listed below are those individuals who earned certifications:

### LEVEL I

Mr. Charles A. Anglin  
Mr. Johnny P. Anteola, Jr.  
Ms. Sarah L. Barbee  
Mr. Timothy H. Beavers  
Ms. Carol Beckner  
Ms. Emilie R. Bishop  
Ms. Cynthia A. Bryant  
Ms. Stella L. Burnett  
Ms. Sherri K. Bushroe  
Ms. Joanne A. Craft-Lane  
Mr. Donald E. Craycraft  
Ms. Carol Deal  
Ms. Nancy D. Driver  
Mr. Roy F. Eason  
Ms. Emily Claire Evans  
Lt. Col. Wayne Foote  
Mr. Victor L. Fowler  
Ms. Clarisse' L. Gales  
Ms. Carole P. Gallimore  
Ms. Emilee George  
Mr. Scott Giles  
Mr. Peter Giron-Pagan  
Lt Col Mark W. Gooch  
Ms. Kimberly A. Graves  
Mr. Randall D. Green  
Ms. Judith E. Halsall  
Ms. Kathleen V. Hanby-Armstrong  
Mr. Larry Heath  
Ms. Colleen Henson  
Ms. Alicia D. Hernandez  
Ms. Peggi S. Hudson  
Ms. Donna Hunt  
Ms. Sandra Hutchinson  
Ms. Cheryl Ives  
Ms. Sonja G. Johnson  
Mr. Bill L. Linsley  
Ms. Regina K. Martin  
Ms. Debra L. Mitman  
Ms. Renate Muehlhaeusler  
Mr. Harold Owens  
Ms. Linda Parker  
Mr. Harold M. Perry, Jr.  
Ms. Deborah A. Privette  
Ms. Yolanda B. Ramos  
Ms. Carla L. Richardson  
Ms. Cindy Ringo  
Ms. Wilda Roberts  
Ms. Kathleen Robison  
Ms. Augie Ruter  
Ms. Sherry A. Sellers  
Ms. Brenda G. Simpson  
Mr. Mark R. Smith  
Mr. Glenn A. Spilman  
Mr. Danny R. Stewart  
Mr. Anthony K. Tarront

Ms. Juanita Taylor  
Ms. Barbara L. Tourville  
Ms. Narda L. Vega  
Capt Robert A. Waisk  
Ms. Carrie Walker-Franklin  
Ms. Pamela J. Walters

### LEVEL II

Mr. Floyd H. Baker  
Mr. Michael W. D. Baker  
Mr. Raymond B. Born  
Ms. Sheilah D. Boyd  
Mr. Stephen Boyle  
Ms. Barbara A. Braese  
Ms. Lisa Annmarie Buch  
Mr. Calvin Chin  
Ms. Luann J. Cutler  
Ms. Linda Dalme  
Mr. Jeffery A. Dierker  
Mr. Robert Edmund  
Ms. Shelly J. Ferguson  
Ms. Sandra E. Harding  
Ms. Monica S. Howard  
Mr. Malcolm Ipson  
Mr. Joseph James, Jr.  
Ms. Tishialu L. Katz  
Ms. Teresa J. Kendrick  
Lt Col Ernest R. Liberatore  
Mr. Gary Livesay  
Mr. John Lucacos  
Ms. Pearl Markham  
Mr. Charles Meixner  
Ms. Debra Morgan  
Mr. Harold Owens  
Capt Robert D. Sandoval  
Mr. Don H. Shipley  
Mr. Webster M. Smyers  
Ms. Sydney Thompson  
Ms. Torya J. Williams  
Maj Cynthia A. Zimmerle

### LEVEL III

Ms. Terry L. Bates  
Mr. Phillip H. Beard  
Mr. David Benoy  
Ms. Melodie Campbell  
Mr. Erich G. Eschenburg  
Col Kenneth Feaster  
Mr. Richard A. Genaille  
Col Melinda W. Grant  
Mr. Craig Mallory  
Ms. Susan L. McClure  
Ms. Vivian Nash-Kirk  
Ms. Donna Parker  
Ms. Suzanne Szadai  
Mr. Laren K. Watanabe  
Mr. Dan Weiner



## Certification and Career Development System Update

The CCDS was born out of a Department of Defense initiative that sought to address federal workforce-related challenges, including the increasing complexity of world political and military situations, a decrease in potential new personnel, and the attrition of human capital. To tackle these issues, SAF/IA created the CCDS, which allows us to create, track and manage the certification, education, training and skills development of civilian and military staff working in international affairs.

“Deploying the Certification and Career Development System is a tremendous investment in the future of our international security assistance workforce,” said Beth McCormick, Director of Policy, SAF/IAP. “To meet our international assistance needs in the 21st century, we must continue to develop and maintain the skill, knowledge and ability base of our professional workforce. The CCDS is a significant part of this process.”

Over time, the CCDS will give SAF/IA a comprehensive tool to locate staff resources and predict future resource needs. It also will assist employees in discovering practical, structured guidance on how to proceed with their careers, matching their skills and knowledge with Air Force needs.

CCDS currently has over 400 users at multiple Air Force installations. For more information or to gain access to the system, email [pleddin@wedgewoodgroup.com](mailto:pleddin@wedgewoodgroup.com).

### 1 Apply Now for Certification

Applications are currently being accepted. All applications received by 31 March will be reviewed in April. To apply for certification or find additional information, please visit <http://www.iaprograms.org/certification.htm>. You may also contact Mr. Patrick Leddin at [pleddin@wedgewoodgroup.com](mailto:pleddin@wedgewoodgroup.com) or 407-566-1662.

# Internship Program Preparing Future Leaders

## An Unconventional Internship Program

The SAF/IA Internship Program, which places interns on a fast track for career advancement in DoD, differs in significant ways from more conventional internships. The most striking difference is that SAF/IA “interns” are actually full-time employees who receive full salary, as well as retirement and vacation benefits.

Second, traditional internships are usually short-term programs. In contrast, the SAF/IA program takes three years to complete, and it provides ongoing guidance and support, even after interns complete the program.

Finally, the SAF/IA program provides more structure than traditional internships. For example, SAF/IA interns are required to prepare personalized Career Development Plans. These plans include schedules for taking required courses, and for completing rotational job assignments at Air Force Bases and at SAF/IA in Washington, D.C.

## Internship Rotational Job Assignments

The SAF/IA Internship Program is designed to prepare individuals for success in the International Affairs workforce. Interns build critical job skills through a structured program combining formal and on-the-job training. In addition to taking leadership and technical courses, interns gain valuable experience while rotating through assignments in Air Force commands and SAF/IA divisions.

Interns perform a variety of interesting, challenging job functions. For example, assignments may involve the transfer of sensitive military technology or the sale of sophisticated weapons systems to U.S. allies; armament research efforts conducted jointly with foreign governments; development of Security Assistance policy; direct contact with DoD counterparts, foreign government officials, and aerospace contractors; and analysis of politico-military affairs with reports on findings to senior leaders.

Possible Air Force Base assignments include the Air Force Security Assistance Center at Wright-Patterson AFB, OH; the Air Logistics Centers at Hill AFB, Utah, Robins AFB, GA, and Tinker AFB, OK; and the Air Education and Training Command at Randolph AFB in San Antonio, TX.

Interns may also have assignments to Washington, D.C. in SAF/IA’s Policy Directorate (the divisions are Foreign Disclosure & Technology Transfer; Armaments Cooperation; and Security Assistance Policy), or Regional Affairs Directorate (the divisions are Europe/NATO/Eurasia; Americas; Mideast/Africa; Pacific; Saudi; and Weapons).

## Interns’ Classification and Pay

SAF/IA interns are classified in the GS-131 International Relations career series, and start at the GS-7 pay grade, with a target of GS-12 by the end of the third year (or GS-13 if assigned to Washington, D.C.). The 2003 base salary ranges for GS-12 and GS-13 are \$51,508 to \$66,961, and \$61,251 to \$79,629, respectively. For a complete base rate table, see the Office of Personnel Management’s Official Pay Chart at <http://federaljobs.net/99gsf.htm>.

## Internship Program Status

Internship administrators are currently fine-tuning the program, and have not established a date for accepting applications. However, interested parties may register to receive program updates, which will include application information. (Please note that if you received this newsletter directly from [safia@carleycorp.com](mailto:safia@carleycorp.com), then you are already registered; please do not register again, unless you wish to change your contact information). If you have any questions about the internship program, contact Mr. Jon Shanahan at (407) 894-5575, ext. 268, or send him an email at [safia@carleycorp.com](mailto:safia@carleycorp.com).

FOR MORE INFORMATION ON THESE EXCITING PROGRAMS AND INITIATIVES VISIT

[www.iaprograms.org](http://www.iaprograms.org)



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[www.iaprograms.org](http://www.iaprograms.org)  
for complete program  
details!